AMENDMENT TO RULES COMMITTEE PRINT 118-10

OFFERED BY MR. ESPAILLAT OF NEW YORK

At the end of subtitle J of title V, add the following new section:

SEC. 5. INTERNAL REVIEW OF BARRIERS PREVENTING ETHNIC MINORITIES FROM ASCENDING TO SENIOR LEADERSHIP ROLES.

(a) REVIEW REQUIRED.—The Secretary of Defense shall conduct an in-depth internal review to identify barriers preventing members of the Armed Forces who are ethnic minorities from being promoted to positions as senior defense officials or senior military officers.

(b) ELEMENTS.—As part of the review under subsection (a), the Secretary of Defense shall—

(1) describe the steps that senior leaders within the Department of Defense are taking to sustain and retain diversity;

(2) describe potential barriers preventing members of the Armed Forces who are ethnic minorities from being promoted to positions as senior defense officials or senior military officers;
(3) identify any structures and strategies that have been implemented, or that are under development, to equip leadership with the ability to manage diversity, be accountable, and create an inclusive work environment that cultivates innovation and optimization within the Department;

(4) describe any applicable policies and regulations pertaining to equal opportunity and non-discrimination within the Department;

(5) develop policies and legislative recommendations for improving diversity among senior roles in the Department of Defense and in each Armed Force; and

(6) address such other matters as the Secretary determines relevant.

(e) REPORT TO CONGRESS.—Not later than one year after the date of the enactment of this Act, the Secretary of Defense shall submit to the appropriate congressional committees a report on the results of the review conducted under subsection (a).

(d) APPROPRIATE CONGRESSIONAL COMMITTEES DEFINED.—In this section the term “appropriate congressional committees” means the following:
(1) The Committee on Armed Services and the Committee on Veterans’ Affairs of the House of Representatives.

(2) The Committee on Armed Services and the Committee on Veterans’ Affairs of the Senate.